



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

Note.—(a) This Determination on the 13th October, 1930, applied to the whole of the State of Victoria.

(b) On the 23rd August, 1927, the power given to the Shops Board No. 7 (Country Shops Assistants) to determine the lowest prices or rates which may be paid to persons employed as described in (c) of the preamble hereto, was conferred exclusively on this Board.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)* the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(a) employed in a restaurant, coffee palace, hotel, eating house, fish or oyster shop, or any premises for which a colonial wine licence or billiard table licence is in force, or which are occupied as a club, but not including persons subject to the jurisdiction of the Fish and Poultry Board;

(b) employed in the business of a caterer;

(c) employed whole or part time selling confectionery or pastry in any place in which the business of a restaurant is carried on,"

has made the following Determination, namely:—

(1) That on the 13th October, 1930, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

HOTELS.

(a)

APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).					
	Within a radius of 25 miles of the General Post Office, Melbourne; and in the Town of Mildura.		In all other parts of Victoria.			
	Males.	Females.	Males.	Females.		
	Per Week of 48 Hours.		Per Week of 48 Hours.			
	s. d.	s. d.	s. d.	s. d.		
Improvers employed in the bar—					<p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;">MALES OR FEMALES.</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>	
18 years of age or under ..	55 0	55 0	49 0	49 0		
19 years of age	60 0	60 0	54 0	54 0		
20 years of age	70 0	70 0	64 0	64 0		
Apprentices and all other Improvers—						
16 years of age or under ..	36 0	36 0	31 0	31 0		
17 years of age	44 6	44 6	39 6	39 6		
18 years of age	50 0	50 0	45 0	45 0		
19 years of age	55 6	Minimum wage	50 6	Minimum wage		
20 years of age	66 6	Minimum wage	61 6	Minimum wage		
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—						
Board of three meals on each day	18 4	18 4	16 0	16 0		
Board of three meals on each day other than the employee's weekly day off	15 9	15 9	14 6	14 6		
Lodging	6 0	6 0	5 0	4 0		

CLUBS.

(a) APPRENTICES OR IMPROVERS.			
WAGES PER WEEK OF 48 HOURS.			PROPORTION (IN ANY PLACE).
	Males.	Females.	
	s. d.	s. d.	MALES OR FEMALES.
1st six months' experience ..	20 0	17 0	<p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p>
2nd " " ..	26 0	23 0	
3rd " " ..	29 6	26 6	
4th " " ..	32 6	29 0	
5th " " ..	38 6	Minimum wage	
6th " " ..	45 0	Minimum wage	<p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
4th years' ..	57 6	Minimum wage	
Thereafter	Minimum wage	Minimum wage	

OTHER EMPLOYEES.

	* WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 48 Hours.	Per week of 48 hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	88 6	..	86 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	118 6	79 6	118 6	79 6
Five, six, or seven	102 6	66 6	102 6	66 6
Three or four	92 6	64 6	92 6	64 6
Other first cooks or cook employed singly	89 6	64 6	87 0	64 6
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more	97 6	66 6	97 6	66 6
Five, six, or seven	87 6	58 6	87 6	58 6
Less than five	86 6	56 6	85 0	56 6
Larder cook	86 6	56 6	85 0	56 6
Pastrycook	89 0	58 6	87 6	58 6
Stove, grill, third, or breakfast cook	86 6	54 6	85 0	54 6
Vegetable or assistant cook	85 0	54 6	83 6	54 6
Oysterman	84 6	..	82 6	..
Pantryman or kitchenman	84 6	..	82 6	..
Storeman	84 6	..	84 6	..
Head waiter	86 6	..	86 6	..
Other waiters	84 6	..	82 6	..
Night porter	84 6	..	82 6	..
Day porter	84 6	..	82 6	..
Billiardroom attendant	84 6	..	82 6	..
Commissionaire or messenger .. ..	..	64 6	..	64 6
Housekeeper, Stewardess, or Manageress .. ..	..	52 6	..	52 6
Laundress .. ..	..	52 6	..	52 6
Head waitress .. ..	..	49 6	..	49 6
Other waitresses .. ..	..	49 6	..	49 6
Pantrymaid or kitchenmaid .. ..	..	49 6	..	49 6
Counterhand .. ..	..	49 6	..	49 6
Housemaid .. ..	..	49 6	..	49 6
Persons not otherwise provided for	84 6	Per week of 20 hours.	81 9	Per week of 20 hours.
Midday waitresses or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. ..	..	25 0	..	25 0

* Except in the case of an apprentice, an improver, a midday waitress, a midday pantrymaid, or a casual employee, the minimum wage shall be, where the employer—

- (i) Boards the employee and provides three meals per day, one of which shall be a hot meal, 16s. 10d. per week less ;
- (ii) Boards the employee and provides three meals per day, where hot meals are not provided, 10s. 6d. per week less ;
- (iii) Provides only two meals per day for an employee who is employed for not more than three-fourths of the maximum number of hours fixed as a week's work, 10s. 6d. per week less ; or
- (iv) Boards and lodges the employee, 21s. 10d. per week less,

(b) OVERTIME.—The following rates shall be paid for overtime—

(i) Persons employed in the bar—

For all work done outside a period of 12 hours per day from the time of their beginning to the time of their ending work Time and a half } Calculated on the rates fixed without board and lodging.
 For all work done in any week (within a period of 12 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work Time and a half }

(ii) All other persons—

For all work done outside a period of 14 hours per day from the time of their beginning to the time of their ending work Time and a half } Calculated on the rates fixed without board and lodging.
 For all work done in any week (within a period of 14 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work Time and a half }

(c) CASUAL LABOUR.—Casual employees (i.e. persons employed during any week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid—

	For the first 5 hours' work done on any one day.	Thereafter.	
	Per Hour.	Per Hour.	
Males ..	2s. 6d.	2s.	} With a minimum of 6s. for work done on any one day
Females ..	2s.	1s. 6d.	

(d) TRAVELLING.—The special rate to be paid to employees who work away from their employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work, shall be 2s. per hour.

(e) SPECIAL RATES.—The special rates payable to persons for work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(f) UNIFORMS.—Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white uniform) such uniform shall be provided by the employer.

(4) RESTAURANTS, COFFEE PALACES, EATINGHOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

(a) APPRENTICES OR IMPROVERS.

Wages per week of 48 Hours.			PROPORTION (IN ANY PLACE).	
	Males.	Females.	MALES OR FEMALES.	
1st six month's experience ..	s. d. 20 0	s. d. 17 0	} <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
2nd " " ..	26 0	23 0		
3rd " " ..	29 6	26 6		
4th " " ..	32 6	29 0		
5th " " ..	38 6	Minimum wage.		
6th " " ..	45 0	Minimum wage.	} <i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.	
4th year's ..	57 6	Minimum wage.		
Thereafter	Minimum wage.	Minimum wage.		

OTHER EMPLOYEES.

	* Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.
Barmen or cellarmen (employed in or in connexion with wine saloons)	s. d. 91 0	s. d. ..	s. d. 91 0	s. d. ..
Barmaids (employed in or in connexion with wine saloons) ..	..	67 0	..	67 0
First cook where the number of persons employed in the kitchen is—				
Eight or more	115 6	77 6	115 6	77 6
Five, six, or seven	99 6	64 6	99 6	64 6
Three or four	89 6	62 6	89 6	62 6
Other first cooks or cook employed singly	87 0	62 6	84 0	62 6
Second cook where the number of persons employed in the kitchen is—				
Eight or more	94 6	64 6	94 6	64 6
Five, six, or seven	84 6	56 6	84 6	56 6
Other second cooks	83 6	54 6	82 0	54 6

OTHER EMPLOYEES—continued.

	* Wages.			
	Within a radius of 25 miles of the the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	s. d.	s. d.	s. d.	s. d.
Night or relieving cook	83 6	54 6	82 0	54 6
Larder cook	83 6	54 6	82 0	54 6
Pastrycook	86 0	56 6	84 6	56 6
Stove, grill, third, or breakfast cook	83 6	52 6	82 0	52 6
Vegetable or assistant cook	82 0	52 6	80 6	52 6
Oysterman	81 6	..	79 6	..
Pantryman or kitchenman	81 6	..	79 6	..
Storeman	83 6	..	83 6	..
Head waiter	83 6	..	83 6	..
Other waiters	81 6	..	79 6	..
Night porter	81 6	..	79 6	..
Day porter	81 6	..	79 6	..
Billiardroom attendant	81 6	..	79 6	..
Commissionaire or messenger	81 6	..	79 6	..
Housekeeper or Stewardess .. .. .	..	62 6	..	62 6
Laundress .. .. .	..	50 6	..	50 6
Head waitress .. .. .	..	50 6	..	50 6
Other waitresses .. .. .	..	47 6	..	47 6
Pantrymaid or kitchenmaid .. .. .	..	47 6	..	47 6
Counterhand .. .. .	..	47 6	..	47 6
Housemaid .. .. .	..	47 6	..	47 6
Persons not otherwise provided for	81 6	47 6	78 9	47 6
		Per Week of 20 Hours		Per Week of 20 Hours.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	25 0	..	25 0

*Except in the case of an apprentice, an improver, a midday waitress, a midday pantrymaid, or a casual employee the minimum wage shall be where the employer—

- (i) Boards the employee and provides three meals per day, one of which shall be a hot meal, 15s. 4d. per week less;
- (ii) Boards the employee and provides three meals per day, where hot meals are not provided, 10s. 6d. per week less;
- (iii) Provides only two meals per day for an employee who is employed for not more than three-fourths of the maximum number of hours fixed as a week's work, 10s. 6d. per week less; or
- (iv) Boards and lodges the employee, 20s. per week less.

(b) OVERTIME.—The following rates shall be paid for overtime—

(i) Persons employed in wine saloons—

For all work done outside a period of 11 hours per day from the time of their beginning to the time of their ending work	Time and a half	} Calculated on the rates fixed without board and lodging.
For all work done in any week (within a period of 11 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work	Time and a half	

(ii) All other persons—

For all work done outside a period of 14 hours per day from the time of their beginning to the time of their ending work	Time and a half	} Calculated on the rates fixed without board and lodging.
For all work done in any week (within a period of 14 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work	Time and a half	

(c) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid—

(i) All casual workers other than those employed by caterers—

	For the first 5 hours' work done on any one day.	Thereafter.	
	Per Hour.	Per Hour.	
Males ..	2s. 6d.	2s.	} With a minimum of 6s. for work done on any one day.
Females ..	2s.	1s. 6d.		} With a minimum of 5s. for work done on any one day.

(ii) Casual workers employed in the business of a caterer—

Persons employed on racecourses—				} With a minimum of 4 hours' pay for work done on any one day.	
Barmen	..	..	..		3s. 8d. per hour
All others—					
Males	..	..	..		3s. 2d. per hour
Females	..	..	..		2s. 1d. per hour
Persons employed on show grounds, picnic grounds, or recreation grounds—					
Males	..	..	..		3s. 2d. per hour
Females	..	..	..		2s. 1d. per hour
Persons employed on a shop day (i.e., persons employed preparing for a function on the day before such function or cleaning up on the day after such function)—					
Males	..	..	..		15s. 2d. per day of 8 hours.
Females	..	..	..	9s. per day of 8 hours.	

Where the employer does not provide a midday meal for a casual worker employed on a shop day such worker shall be paid 1s. per day extra.

All others—

	For the first 5 hours' work done on any one day.	Thereafter.	} With a minimum of 4 hours' pay for work done on any one day, except in the case of work done at any function which takes place between 12.30 p.m. and 3 p.m. or between 5.30 p.m. and 8 p.m., in which case the minimum amount to be paid for work done on any one day shall be—
	Per Hour.	Per Hour.	
Males ..	2s. 6d.	2s.	Males 6s.
Females ..	2s.	1s. 6d.	Females 5s.

(d) TRAVELLING.—The special rate to be paid to employees who work away from their employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work, shall be 2s. per hour.

(e) SPECIAL RATES.—The special rate to be paid to casual workers employed in the business of a caterer for work done on Sunday, Good Friday, or Christmas Day shall be double time, and the special rate to be paid to all other employees for work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday (3rd June), Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

(f) UNIFORMS.—Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white uniform) such uniform shall be provided by the employer.

J. K. McCASKILL, J.P.,
Chairman.
W. L. HARRINGTON,
Secretary.

Melbourne, 23rd September, 1930.